

Dixie Digest

Atlanta, Ga.

January 1989



Director's Comments

Last month and for the third month in a row, the 6th Marine Corps District's APR and percent of mission achieved was absolutely superb...great work. And for the first time, every station's 12 month non-prior service regular male pool is above 63 percent in I-III A quality. This is outstanding work in quality, quantity and contract placement. My congratulations and appreciation to those on the forward edge of the fighting hole who made it all happen.

As is always the case on recruiting duty, challenges remain. Nationally, the Marine Corps recruiting service is engaged in an uphill battle to meet shipping requirements February through May (FMAM). We have the ability to make it happen in our District and it is important that we do so. Continue your attack on graduates and graduate contracting; we will accomplish our objective of closing out MAM by the end of February.

Your hard work was highlighted by the outstanding results in "Operation Deep Thrust", our fall recruiting campaign. In addition to their awards, the winners will be recognized in a special fall campaign report which will be out



this month. I am especially looking forward to presenting awards to RS Macon, the top station; RSS Nashville (RS Nashville), the top large sub-station; RSS Decatur (RS Nashville), the top small sub-station and SSgt Griffin (RS Orlando), the top recruiter.

All stations have received our new pool order and accompanying guidebook. These are excellent tools to make the pool program work more efficiently for you and to accomplish the objectives of the program, which are: (1) provide referral; (2) prepare poolers for recruit training; (3) reduce pool attrition; (4) reduce MCRD attrition. Use them! That's the only way we can find out what works and what does not. After we receive your comments, we will publish a revised edition in FY90.

About 18 months ago, I sent each District Marine, Sailor, and civilian a copy of my "Ideas Program" form. The Ideas Program is an invitation for each of you to personally give me your ideas for improving the way we do business. I've already received some great input from the field, some of which has been used at the region level. Continue to send me your suggestions and recommendations. If you have a good idea, I want to hear it. Let's share the knowledge.

Thanks for a great December -- I appreciate your teamwork and splendid recruiting results, ATTACK productivity -- the objective is in sight.

Semper Fi,

J. C. Lilly, Jr.
J. C. LILLY, JR.

Uncovered



Training in the 80's --A female recruit dons a gas mask for live firing on "A" line. RS Macon held their NCOIC Conference at Parris Island, allowing them to view recent changes in reeruit training, including BWT. For story and photo, see page 8. (USMC photo by Cpl Timothy Seelbach, Parris Island PAO)

Volume 27, No. 1
January 1989

Director Col J.C. Lilly, Jr.

Deputy Director Col J.T. Luken, Jr.

PAO Maj James Santana

Managing Editor GySgt J. Booker Simmons

Editor Sgt Chris Whiting

RS Jacksonville SSgt Sherry L. Gregory (904) 354-0955

RS Macon Sgt Susan M. Hand (912) 752-8103

RS Montgomery Sgt Raymond Braud (205) 832-7572

RS Nashville Sgt Mike Ford (615) 736-7141

RS Orlando SSgt Rudy Hernandez (407) 240-2114

RS Raleigh SSgt Alfred Biggs (919) 856-4535



This publication is authorized for members of the military services. It is published monthly, with appropriated funds, in compliance with Marine Corps Order P5600.31E, by the Public Affairs Branch, Headquarters, 6th Marine Corps District, 1365 Peachtree St., N.E., Atlanta, Ga. 30309-3117 for regular and reserve personnel and units in the 6th

District. The Public Affairs Branch phone number is (404) 347-7569. Contents of the Dixie Digest are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Marine Corps.

New sergeant major looks forward to leading District Marines

By Sgt Chris Whiting
Dixie Digest Editor

The new District sergeant major is a 27-year veteran who has served a myriad of duties. SgtMaj Mitchell Haddock has been on sea duty, DI duty, and recruiting duty. He has served as an infantry platoon leader, a company gunny, an NROTC instructor. He's been overseas, with the air wing and the ground forces.

The highly decorated combat veteran says it was all carefully planned. "In fact, this is the only duty station I did not ask for in advance. Before, I either asked or was asked to go somewhere," he explains. "But, I'm not at all disappointed with this assignment. I'm happy to be here and look forward to a good challenge."

He adds what always comes to his mind at a new duty station -- will it present enough of a challenge to allow him to make a contribution to the Marine Corps?

Having been a recruiter, the Mississippi native says he knows where recruiters are "coming from" and what their mission is. "I expect no less than 100 percent," he declares.

Having also served as a drill instructor, he has a view of the other side. "If it were possible," he muses, "a former recruiter would make a better drill instructor and a former drill instructor would make a better recruiter. It's a two sided coin."

He feels a DI who has recruiter experience can better



Sgt Joseph Sawyer, Jr.

SgtMaj M.J. Haddock pledges his professionalism to the 6th MCD.

understand where the people come from on the procurement side and know better how to train them.

To compare the two, he thinks that being a drill instructor is the easier. "He doesn't have to worry where the people are coming from; when he finishes with one platoon, there's another one looking him in the face. The training schedule is already written for him.

"The recruiter never knows where his next person is coming from. There is no training schedule to tell him where to find that next person. It's a never ending job to procure the quality and quantity of people to feed the recruit depot," he explains.

The sergeant major wants to help recruiters.

The sergeant major says he wants to help recruiters. "I want to instill in them the importance of their jobs. What it's about is recruiting quality people to train and prepare for, one, defense of the nation, and, two, the next war."

As the bottom line, he says, "I, as a District Sergeant Major, by virtue of loyalty, pledge my assistance and support to the District Director to continue to have the best District in the ERR and to strive to always be the best District in the nation."

Editor's Note: "Back to Basics," a standing column by the sergeant major, appears on page 11.

Gen Gray praises Korean War veterans at Chosin Few reunion



SSgt Rudy Hernandez

The Commandant of the Marine Corps, Gen A. M. Gray, views a proposed Korean War memorial statue.

By SSgt Rudy Hernandez
PANCO, RS Orlando

"The Marines chuckle in the face of adversity...they have indomitable spirit...they are the warriors that can't be defeated."

With his fist held high and with conviction, the Commandant of the Marine Corps, General Alfred M. Gray pounded on the podium as he delivered his State-of-the Corps address to the Chosin Few organization, at their 1988 reunion in Haines City, Fla., November 30.

The Chosin Few is made up of survivors of what historians call "the most savage battle of modern warfare." The epic battle took place at the Chosin Reservoir, Korea during November and December 1950.

The battle was fought and won by 15,000 allied troops, mostly from the 1st Marine Division and a regimental combat team from the Army's 7th Infantry Division, reinforced by British Marine Commandos and South Korean soldiers.

The allied troops were thrust against 120,000 Chinese in the winter of 1950. Our forces suffered 12,000 casualties, including more than 3,000 killed, 6,000 wounded and thousands severely frostbitten in the -30 degree temperatures.

General Gray, at one time a Marine sergeant and Korean War veteran, told his audience of 3,000 former Marines, sailors, soldiers and airmen that the American public has to be reminded of their contribution and sacrifice.

"Too often, things go unnoticed. The Korean War must not be forgotten. You made history...you paid the price and the next generation must know and also pay," demanded General Gray.

His message was strong and bone-chilling. The veterans sat erect and proud. They clapped approvingly.

"Because of you, Americans were able to participate in the Olympics in Korea. You did that and no one could ever take that away from you," he said.



SSgt Rudy Hernandez

The Commandant autographs a program for one of the attendees.

Mom follows son onto yellow footprints

By Sgt Mike Ford
PANCO, RS Nashville

Thousands of Moms and Dads have gone to Marine Corps Recruit Depot, Parris Island, S.C. to watch their sons and daughters graduate into the ranks of the world's finest.

What if the shoe were on the other foot and a son or daughter went back to Parris Island to see a parent graduate? Believe it or not, it actually happened!

PFC Mary J. Parks, 35, from East Chicago, Indiana, graduated from boot camp October 31st.

Prior to attending recruit training she required three waivers; age, medical and a Recruiting Station dependent waiver. But the story really got its start a year ago.

Her stepson Tim had been working with the recruiters in Nashville and was ready to enlist. Throughout the process, Parks and her husband, a former Marine, frequently visited the recruiters with Tim. One day while at the office, SSgt Don Hruza, Tim's recruiter, jokingly asked her when she was going to join.

She laughed about the idea and went home. "I really thought it was funny until I gave it some serious consideration," she says. "I called him back later that week and asked him if he was serious." He said, "Yes and no." He told her she would need three waivers but if she wanted to join, then he would help however he could.

The NCOIC of Recruiting Substation Nashville told her she probably had a one in ten chance of making all three

waivers. "I doubted that we would get it approved," says GySgt Tommy Fussell. "But her attitude really helped the process. I expected her to hang on and make it through. I thought she would have a better chance in recruit training because of her maturity."

Parks had been a typesetter and worked in different types of clerical positions that didn't quite suit her. "All the job training I had up until my enlistment bored me to death," she says. "It all had to do with office-type work. I wanted to change jobs but the training for other jobs was too expensive. Sitting in one spot for eight hours every day and looking at the same people and places was driving me up the wall."

Between her husband and her stepson, she learned a lot about the Marine Corps. Tim taught her while in the Delayed Entry Program and her husband reminisced about what it was like when he was in. "I learned about the benefits, traditions and military life in general," she explains. "I also learned what the Corps expects from its Marines."

Her motivation increased tenfold when she went to Parris Island to see Tim graduate from boot camp. "He was a different person when he graduated," she says. "I thought anyone who completed recruit training would improve and that's what I wanted more than anything. I had a lack of self-confidence before going and I knew that would change."

She started working out by running and doing sit-ups about three months prior to shipping. She says her husband had never seen her as motivated and excited as she was in preparation for Parris Island. "I wanted to stay active and keep going," she adds. "I felt I needed to accomplish something in my life; something greater than I had already done."

After Tim returned from boot camp, she challenged him to a sit-up contest to see how ready she was. "He lost," she says. "He couldn't do 100 sit-ups."

When she arrived at Parris Island the thing that scared her the most was her age. "I was frightened about dropping out of anything because of my age," she explains. "I didn't want anyone to think I needed special treatment because I didn't. I did get the nickname, 'Granny,' but it was all in fun. In the end I think my drill instructors were more conscious of my age than I was.

"I got total support from the other recruits. At our first PFT, the DIs said it was disgusting that some of the recruits were run-drops when I was able to finish. That motivated me and in turn motivated the rest of the recruits."

Parks says she started feeling better about herself and her self-confidence grew incredibly. "I was so happy that I could make it as far as the others could and do the same things they could!" she exclaims.

When the time came to wear the eagle, globe and anchor, she was ready. She had made the grade. Her husband was there to see her graduate, just as they had seen their son do months earlier. Even better -- PFC Tim Parks was there, on leave, wearing full dress blues, to watch and honor another family member, his Mom, as she earned the title, United States Marine.

PFC Mary Parks visits her recruiter after boot camp.



Sgt Mike Ford

Parris Island deja vu-- he has been there before

By SSgt Sherry L. Gregory
PANCO, RS Jacksonville

Deja vu.

Have you ever had the feeling that you've been someplace or done something before? William Paul Johnson Jr. is now facing that.

Paul, as he prefers to be called, is currently going through boot camp at Marine Corps Recruit Depot, Parris Island, S.C. for the second time. The 21 year old is not only getting a second chance, he's taking a second chance.

"The first time I went to boot camp was June 1986," says the Tifton County High School 1986 graduate. "The most difficult part was getting used to the hours and the different lifestyle. But it was really fun, too, especially the PT (physical training).

"My problem was with my ankle. I could run on it but afterwards it would swell. The doctors said I had a stress fracture that wouldn't heal," says Johnson. "I was at the rifle range, about half-way through training,



SSgt Sherry L. Gregory

Paul Johnson shows proof of his second chance, welcome packets from 1986 and 1988.

when they reassigned me to the Medical Rehabilitation Platoon. While there, I was still motivated and I still wanted to be a Marine. I kept up to date on my academics and continued to work out with weights on my upper body."

***He would not accept
the fact that he was
not going to be a Marine.***

After a time in MRP, Johnson was told he would have to be medically discharged. But he would not accept the fact that he was not going to be a Marine.

"Before I was discharged in September 1986, I decided that I was going to be a Marine and nothing was going to stop me," says Johnson. "Later that year I went back to Parris Island to watch a friend graduate and I was disappointed that I hadn't. A few of my friends are Marines and I know I'm just as good as they are."

The two years after his discharge, Johnson worked for a delivery

service and attended Abraham Baldwin Community College where he earned 60 credit hours in criminal justice. He also kept his eyes on his goal to become a Marine by continuing to PT and having corrective surgery on his leg.

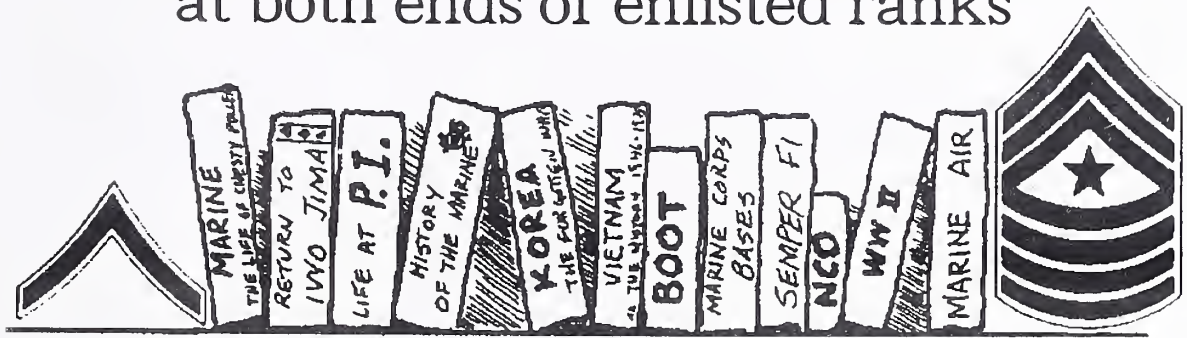
"I was surprised when he walked into the office and told me he wanted to go back," says Sgt Deanna L. Heard from Recruiting Substation Albany. "Knowing what he's in for, I think he's awfully brave."

Recruiters in Albany tell other young men and women about Johnson and use him as a positive proof source.

"When you sell, really sell, a young man on the Marine Corps, and he's already been through the roughest part of boot camp, that's what recruiting is all about," says GySgt Larry E. Whisenant, NCOIC, RSS Albany.

Johnson is an outstanding example for many young people to follow and he will prove that there are obstacles only when you take your eyes off the goal.

McNemar family represented at both ends of enlisted ranks



By Sgt Raymond Braud
PANCO, RS Montgomery

Like bookends, the McNemar family has bracketed both ends of the enlisted spectrum.

On December 21, Michael McNemar enlisted in the Marine Corps. The new Private McNemar is the son of Sergeant Major Lester McNemar, former Sergeant Major of RS Montgomery, Ala.

The sergeant major, who has been active in soliciting young men and women for referral to recruiters in his four year stint here, made his last two referrals with his son and Jason Jenks.

"I guess referring my son and his best friend is the last act I could have performed here," says the sergeant major. "I'm very proud of them both. After 21 and a half years in the Marines, I'm glad my son has shown maturity and responsibility."

Michael and Jason will be shipping on June 6 and will be going into the Montgomery reserve unit. They plan to attend Auburn University next fall, with the help of the GI Bill.

Wanda McNemar, Michael's mother, has mixed emotions about her son's decision. "It's hard to give up your child and let him grow up, but I feel that this decision will teach him responsibility, dedication and help him to plan better. I am very proud of Mike."

Michael feels that growing up in the military helped him with his decision. "The two most important things I think I've learned through my father is politeness and discipline," says Michael. "His career success motivated me to do well, but I don't feel I have to fill his shoes."

"I let Michael and Jason make up their own minds about the direction," adds the sergeant major. "I don't want my son to live my life, but to do things on his own, and establish himself."

Mike says joining the Marines is something he has thought about, off and on, all of his life. "I like the oppor-

tunities that I will have. My father has enjoyed his career, and I feel I will too."

Wanda echoes sentiments about being around the Marine Corps for so long. "The hardest part of raising a child in the military has been the constant moving around, separations and Mike having to change schools and start all over," says Wanda.

On the other hand, however, Wanda sees many benefits of the lifestyle she's grown accustomed to. "The social and cultural benefits are innumerable. Youngsters learn how to deal with different situations and people. They see a lot and experience a lot. Mike has many friends from different duty stations and has kept in touch with them through the years," she adds.

Jason Jenks has been good friends with Michael for three years. "I've always wanted to join the military, in particular, the Marine Corps," says Jason. "I've always admired Mike for his politeness and his relationship with his parents. I've also been treated like a son by the McNemar's. The sergeant major is the only father-figure I have in Montgomery."

*'This should help us...
in whatever career we
choose for the future.'*

Mike and Jason hope to gain, both physically and mentally, while in the Marine Corps. "This should help us in college, and in whatever career we choose for the future. Currently, I'm looking at graduating from college, and perhaps applying for a commission in the Marine Corps, or going into active duty enlisted," explains Mike.

A final word of advice the Sergeant Major gives to his son and his friend is, "Stay motivated, have a good attitude and set goals so you can have something to work for."

Meanwhile, the Sergeant Major transfers to Okinawa in January, Michael and Jason ship out in June, and Mrs. McNemar prepares herself for an empty house for a while.

Team concept fostered between recruiters, DIs

By Sgt Susan M. Hand
PANCO, RS Macon

Recruiting Station Macon incorporated a new twist into this month's NCOIC Conference.

In order to update the command about the changes that have been implemented into recruit training, and to build a greater rapport with the Drill Instructor side of the house, RS Macon held its bi-monthly NCOIC training conference at Marine Corps Recruit Depot Parris Island, Dec. 7-9.

Basic Warrior Training and RLS's Fraudulent Enlistment Class were two main areas of concern during the conference. The NCOIC's were briefed on the new training tactics as they were escorted around the depot to observe how their "poolees" are trained at the hands of today's drill instructors.

The purpose of holding this conference at MCRD, according to MSgt

Michael W. English, RS Macon's Recruiter Instructor is to establish a better understanding between the recruiters and the drill instructors so that a "team effort" results.

The two-day trip included a full tour of the island beginning with the "in-processing" procedures and the "moment of truth" class. Throughout the visit the recruiters walked through squadbays, viewed training procedures and spoke with a few of the drill instructors as well as recruits, some of whom they "put in."

Many of the new NCOIC's hadn't been back to the island since bootcamp and don't understand what today's recruit has to go through to reach graduation day. Many changes such as amphibious familiarization, new defensive measures and greater physical demands have been incorporated into the recruit training program at both Parris Island and San Diego with the addition of BWT.

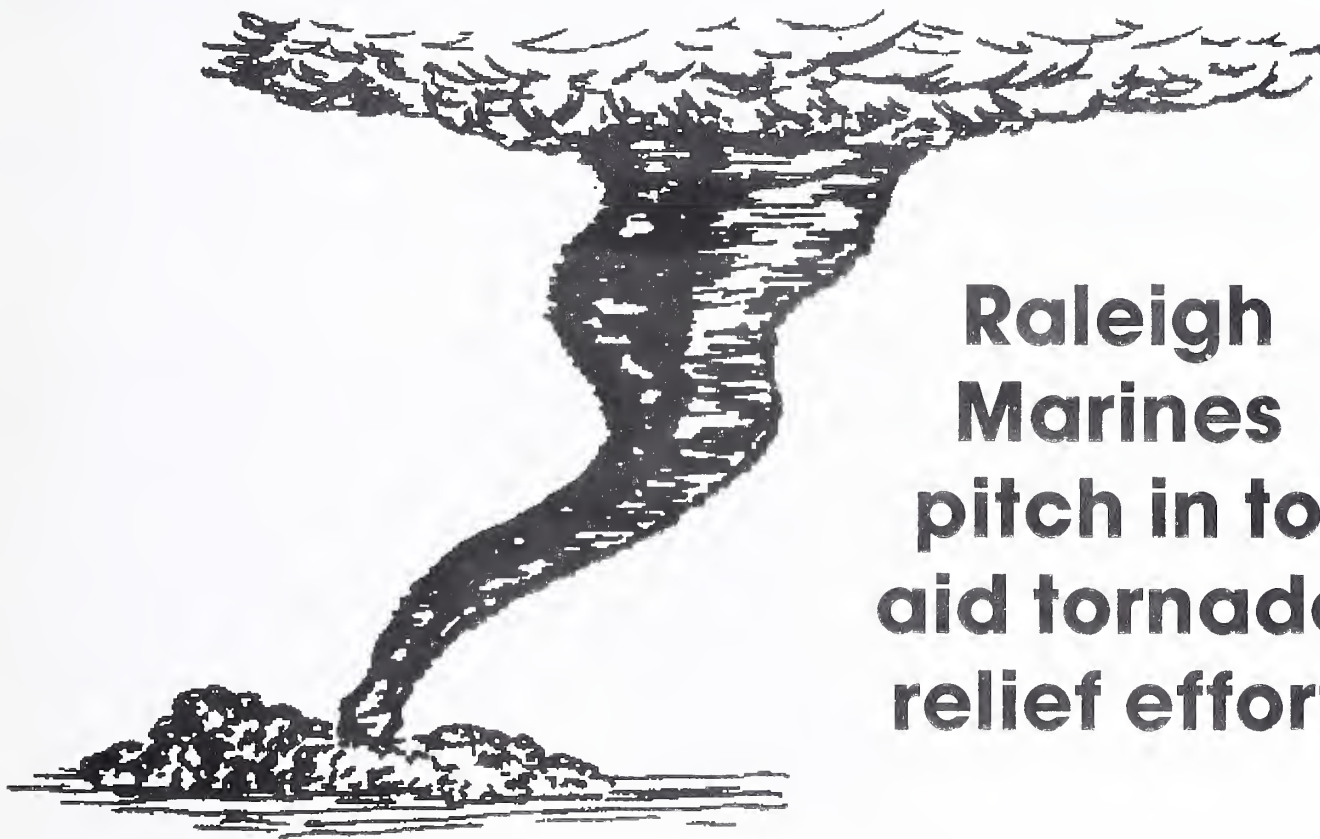
"This re-familiarization training will allow the NCOIC's, their subordinate recruiters and pool coordinators to better prepare their poolees for the culture shock that they will face as they arrive at Parris Island," Third Battalion SgtMaj Richard A. Schoener explains. "A well prepared recruit has a much greater chance to make it through training."

To show his support and the importance of teamwork, LtGen Jarvis D. Lynch, Jr., Commanding General, has recently changed the sign at MCRD's entrance from "Parris Island, where it all begins" to "Eastern Recruiting Region and Parris Island, where it all begins." Lynch emphasizes, "The recruiters out there, and the drill instructors here are working toward the same mission. We need to maintain productivity while maintaining quality and we can only do this by working together."

GySgt Bernard Rosemond, NCOIC of RSS Jonesboro, Ga., talks with a recruit at MCRD, Parris Island.



Sgt Susan M. Hand



Raleigh Marines pitch in to aid tornado relief effort

By SSgt Alfred Biggs
PANCO, RS Raleigh

Throughout history and around the world, Marines have gained a humanitarian reputation which almost matches their distinction as warriors.

When a tornado touched down in north Raleigh Nov 28, devastating several neighborhoods, Raleigh Marines joined the effort to aid their neighbors.

The tornado left 500 families homeless and did an estimated 75 million dollars in property damage. Two children lost their lives.

Almost immediately, disaster relief efforts began. Shelters were established for those families left with nowhere to go and clean-up efforts began to help remove the rubble left in the wake of the storm.

One local radio station set-up remote broadcasts at a local shopping mall to collect food and clothing. On-air personalities Bill Jordan and Kathy Cruise did the remotes and helped with the collections.

According to Linda Charlton, promotions director for WDCG-FM, "The response from the people of the Triangle has been overwhelming. The first day we collected more than two tractor-trailer loads."

That is when she called on the Marines. Linda contacted the RS headquarters and the Raleigh Reserve Center for assistance. Staff Sergeants Shem Smalls and Rodney Montague and Sergeant Michael Fishel from the local recruiting office along with Corporal Osvaldo Ramos from the I&I Staff joined members of the radio station to collect and transport donations to the Salvation Army's warehouse.

Marines become a part of the community.

SSgt Montague, a Raleigh native, said he felt it was important for the Marines to offer assistance during this time. "Many people don't realize we (Marines) become a part of the community we live in," he notes. "We want to give our support just as much as the other neighbors."

VHA rates change with pay raise

OASD (PA)
Washington, D.C.

The Assistant Secretary of Defense for Force Management and Personnel, Mr. Grant S. Green, Jr., has announced that Variable Housing Allowance rates will be adjusted in January, in conjunction with the military pay raise.

Servicemembers who are not required to live in government quarters receive quarters allowance each month. VHA supplements the quar-

ters allowance in certain locations and helps standardize service members' housing purchasing power regardless of where they are assigned. The Department of Defense calculates the VHA based on a nationwide survey of military members' housing costs. The latest survey, completed in the spring of 1988, is the basis for the new VHA rates.

A key factor in setting the 1989 rates was the need to equalize out-of-pocket housing costs for members of the same pay grade and dependency status no matter where in the United States they are assigned. This underlying principle of the VHA program ensures that servicemembers are not economically disadvantaged when they are transferred from an area where housing costs are low to one where housing costs are high.

Although the fiscal year 1989 VHA program is once again subject to a funding ceiling, the level of funding for VHA in 1989 is substantially higher than in fiscal year 1988. Servicemembers will also receive a

4.1 percent basic pay and basic allowance for subsistence increase beginning Jan 1, and an average 7 percent increase in the basic allowance for quarters. These increases, along with the updated VHA survey data, will result in total pay increases for more than 900,000 military members. Conversely, approximately one percent of VHA recipients, in locations where survey data indicates that housing costs have decreased, may receive less total take-home pay in 1989.

According to Green, the DoD is very concerned about the impact that such take-home pay reductions would have on some servicemembers; however, adjustments to offset such reductions would take money away from those actually experiencing greater housing costs and would, therefore, defeat the purpose of VHA. The Department remains committed to providing housing allowances that will enable servicemembers to obtain adequate housing in communities near their duty stations.

Beneficial Suggestion saves time on Recruiter Assistant requests

By LCpl J. Jonah Cohn
Camp Kinser, Okinawa

Cpl LaVon Davis saw something needed to be improved, took the initiative to improve it and earned herself a cash award.

Through the Beneficial Suggestion Program, Davis drastically cut

down man-hours, paperwork and phone costs while making life a little easier for recruiters.

Davis, who works at the Consolidated Substance Abuse Center at Camp Kinser, was previously assigned to Headquarters Marine Corps. In November 1987, she and another corporal, Robert Allen, noticed serious delays involving the approvals for Recruiter Assistance requests.

The old program was ARMS (Automated Recruit Management System). Under that system, it took approximately 5 to 10 weekdays for each request to be processed -- sometimes getting approved after the Marine already relocated to his next duty station.

Her replacement idea was a microcomputer program called RE-CRAST (Recruiter Assistance). It cut the time down to a maximum of three days and reduced the amount of pa-

perwork required. Since then, an updated version has been implemented, using the Land Area Network.

"I'd forgot all about entering the suggestion," said Davis. "It was about a year ago and I hadn't heard anything about it, so, I didn't think anything would come of it."

She was surprised when she was recently presented with a certificate and a \$200 check by Col Dave R. Stefansson, 3rd Force Service Support Group Chief of Staff.

The BSP allows servicemembers and government employees to submit suggestions that save time, money or resources. In some cases, ideas that save money get the innovator a cash cash award, based on the amount of money saved.

Anyone can submit a suggestion to the Manpower Division Management Assistance Office.

Naval Institute sponsors essay contest

U.S. Naval Institute
Annapolis, Md.

The U.S. Naval Institute is spon-

soring a Marine Corps essay contest titled, "Moving Forward into the 1990s." Essays should discuss current Marine Corps issues and the direction of the Corps.

Cash prizes of \$1,000, \$750, and \$500 will be awarded to the authors of the three winning essays, which will be selected by the Naval Institute editorial board. Essays must be no longer than 3,500 words and be received on or before May 1, 1989.

The winning essays will be published in the November 1989 issue of "Proceedings," the monthly magazine of the U.S. Naval Institute. Some entries not awarded prizes may also be selected for publication. The authors of these essays will be compensated at regular rates.

Contest rules are available by writing the U.S. Naval Institute membership department, Annapolis, Md 21402.

LIVING

THE

DREAM

Dr. Martin Luther King Jr.'s

Birthday -- Jan 15



Reminder: ideas wanted

Last year a program was started which asked District personnel to send ideas to the Director.

This is a reminder that your suggestions on how to improve recruiting or our Corps are still needed. In the past year, Col Lilly has received lots of valuable input from "the field."

All RSs should have received a new supply of idea submission forms recently. Keep the ideas flowing.

Back to Basics

The new year in the 6th Marine Corps District will bring many changes. Changes will occur in all aspects of recruiting with regards to quota within the top mental groups, overall total force shipping, and mission. They are all based on command policy and the needs of the Marine Corps.

With respect for mission, command directives and policy each of us will attempt to alter our schedules to ensure we implement the Commandant's directive as



stated in ALMAR 255/88 (Professional Military Education).

PME is the systematic and comprehensive process of developing the skills, knowledge and military judgment required to deal with the increasingly complex Marine Corps environment and the responsibilities of higher grades.

PME is acquired through structured self-study, professional reading, symposia, formal school attendance and experience gained in duty assignments.

As we proceed through this new year, make it a more meaningful one by taking a step "back to the basics" and a step forward to surpass mission, accomplish our personal goals and become more professionally oriented.

SGTMAJ M. J. HADDOCK

Contact Team Tips

Self Improvement -- Sharpening the Sword

The following excerpt was taken from a publication put out by RS Orlando called "On Target R. B. I.," October 1988 edition, Vol #1. This publication is created monthly from the Elysium of the Recruiter Instructor and Assistant Recruiter Instructors and sent to the field for distribution throughout RS Orlando's TAOR.

Many, many times we have encouraged professional recruiting self improvement. This can be done by attending sales seminars at a nominal cost. You can purchase sales and motivational books, audio tapes on time management etc., through your local book store. You can purchase WAIT A MINUTE!!!!

The only thing I'm hearing is spend, spend, spend money. Remember, I'm a recruiter living in a high cost area, and have very few dollars left over to enjoy myself. Spending those

few dollars on sales seminars, tapes and books doesn't exactly rate very high on my list of priorities. Don't get me wrong, I would like to get those things, but I can't afford it.

Sound familiar? Well, we put our ingenuity hats on and figured out how every one of you could have access to everything you wanted to know about sales but were afraid to spend money on.

OUR OBJECTIVE: To find information on sales for free. **THE PLACE:** Our local library. Transportation to our local library was provided by our U. S. Government Automobile Club of America, (CLUB GSA). Upon our arrival we wanted to see just what was available on sales, motivation, prospecting techniques, stress management, time management, selling strategies, public speaking, etc. Two areas we wanted to check were the Audio Visual Section and the Profes-

sional Resource Books.

Upon inquiring at the information desk, we were directed to the audio visual section on the first floor, and were told that the professional resource books were on the third floor. When we reached the audio visual section, we got as excited as a PFC getting his first liberty in Thailand after three months on ship!!! Before us was a room larger than the RS filled with thousands of VHS films and audio cassettes. Where to begin?

We went to the librarian's desk and were given a title listing of the instructional VHS films. There were "HOW TO DO IT" videos on just about any subject you could think of. There were cassette tapes equally available. And GUESS WHAT? They were available absolutely FREE!!!!

Some of what we found: motivational films like "A Passion For Excellence," "How To Be A Winner," "Goals and The Power Of Positive Thinking." There were also VHS tapes on sales, stress, time management, public speaking and the ASVAB.

So, thanks to Recruiting Station Orlando's winning Recruiter Instructorshop, NCOICs and Recruiters of the 6th Marine Corps District are now in possession of another tool to be used to improve on our self actualization which in turn will impact on productivity. **THE PUBLIC LIBRARY.**

Semper Fi,

The Contact Team



Dino Tip of the Month

Striving to improve your self-image is a sure way to improve your lot in life. Seek self-improvement and professionalism will abound within you.

District Pacesetters

RS Jacksonville

Three power hitters closed out December with a bang and tied for Recruiter of the Month with six net contracts each.

Sergeants Greg Purvis and Ben Wheeler from RSS Jacksonville Beach, Fla. and Savannah, Ga. respectively and Corporal Rufus Mills, Jr. also from Savannah, all had one unique, common goal - more TCs.

"I mainly hit the grad market and did a lot of prospecting," says Purvis. "The telephone was used a lot more than usual."

The story was much the same from the Savannah team.

"In the latter part of the month it was more difficult and I made more home visits, due to no phone numbers on PPCs," says Wheeler. "But I like to 'press the flesh'."

Mills agrees with his fellow Marines that he used the phone more and used his old stand by - ACing.

"I decided to get a jump on the holidays because I knew the closer Christmas came, the slower it would get," says the EAD Recruiter. "I still have to give my NCOIC (SSgt Greg Price) a lot of credit for sharing his experiences."

RS Macon

SSgt David Bady, RSS Jonesboro, Ga., is RS Macon's Recruiter of the month for December with five contracts. Four of these were I-IIAs.

Attributing his success to perpetual perseverance, the Smithville, Ga. native plans to continue this winning trend.

"I've received a lot of strong support from my NCOIC, GySgt Bernard Rosemond, and from other recruiters in my office. I've had my share of lows; however, with continuous support from my friends and co-workers, I'm now stepping high."

RS Montgomery

Staff Sergeant Ruben Johnson wrote 11 contracts for December to earn top honors as RS Montgomery's Recruiter of the Month.

Johnson, who works at RSS Montgomery says, "I've been striving real hard for the Fall Campaign. I'd like to win the sword this year."

Johnson has three months left on his tour as a recruiter and has been awarded numerous kudos for recruiting excellence, including a meritorious promotion and Recruiter of the Quarter three times. He has a 3.34 net productivity average for 33 months.

"I would attribute my success to setting goals and having the desire to achieve them," says Johnson. "I use my pool and about any tool available to me within the framework of systematic recruiting."

RS Nashville

Writing six contracts for the second month consecutively and taking Recruiter of the Month Honors is SSgt Rick Holman of RSS Nashville. Five of his contracts were IIIA's and all were high school grads but one.

"Two of them were luck and four were from hard work," he says. "Three were nurtured for the last three months and they just turned at the right time."

The last contract has an interesting story behind it and exemplifies the teamwork carried on by the RSS. The sixth contract he wrote was sold on the Marine Corps but had to wait on his college transcripts before he could enlist. The transcripts came in while Holman was on leave. The applicant walked into the RSS on the 29th of December for processing. GySgt Fussell scheduled him and SSgt Hruza and Sgt Teeter did the paperwork.

"I pushed hard for the sixth contract because of the Fall Campaign and because this was Gunny Fussell's last month as NCOIC," he says. "I wanted him to leave on a winning note and he did. Our RSS took the Top Large Station in the District."

RS Orlando

Leading the RS Orlando Pacesetter's for the month of December with nine contracts was SSgt Richard Griffin of PCS Brandon, Fla.

Richards says the month went well for him, due to his poolees and his command referrals. "I would have to say these two assests played the biggest part in my success for the month. They got out and spread the word and really worked for me. Also, the exposure I had in the local schools and in town played a big part," he explains.

"I had planned to write at least six contracts because I had missed it by one the month prior. I had no idea that December would be such a good month. Of course, the success a recruiter enjoys also depends a lot on himself. You have to maintain a positive attitude, give your applicants the straight truth and a square deal. If you treat them right, they will appreciate that and respond to you," he concludes.

RS Raleigh

Garnering five contracts for December, Sgt William Cooke is RS Raleigh's Recruiter of the Month.

Working out of RSS Jacksonville, N.C., he describes his technique with three words: "Prospect, prospect, prospect."

He adds, "Tenacity at selling the Corps and getting face to face with prospective applicants is the way I like to work."

Digest Salutes

MERITORIOUS SERVICE MEDAL

RS Jacksonville

MSgt J.R. Purtell

NAVY ACHIEVEMENT MEDAL

District

Sgt M. Wagner

GOOD CONDUCT MEDAL

District

Sgt J.E. Lewis, 3rd award

Sgt R.A. Rickman, 3rd award

RS Jacksonville

MSgt F.Y.H. Vickers, 4th award

MSgt J.E. Brown, 4th award

GySgt D.P. Cannon, 4th award

SSgt G.R. Price, 4th award

RS Macon

SSgt D.S. Haynes, 1st award

SSgt J.C. Venable, 5th award

RS Montgomery

Sgt C.E. Reeves, 2nd award

SSgt M.A. Gibson, 5th award

RS Nashville

Sgt R.A. Hannah, 3rd award

GySgt J.W. Johnson, 4th award

RS Orlando

Sgt L. Espinal, 3rd award

SSgt M.R. McDaniel, 4th award

Sgt M.K. Cook, 3rd award

SSgt R.B. Plummer, 4th award

SSgt M.G. Dellinger, III, 3rd award

SSgt J.F. Santamaria, 4th award

Cpl D. Ivey, Jr., 1st award

RS Raleigh

GySgt C.L. Smith, Jr., 4th award

CERTIFICATE OF COMMENDATION

RS Macon

Sgt M.J. Rowland

Sgt K.R. Callan

ASAP.

If you need help doing your taxes, call or visit your local IRS office ASAP. And make your taxes less taxing.

**Make your taxes
less taxing.
Do them ASAP.**

A Public Service of This Publication &  Internal Revenue Service 

Recruiter Honor Roll

11 contracts

SSgt R. Johnson, RSS Montgomery, Ala.

9 contracts

SSgt R. Griffin, RSS Tampa, Fla.

7 contracts

GySgt J.P. Crittenden, RSS Columbia, S.C.

Sgt B. Adams, RSS Lakeland, Fla.

6 contracts

Sgt G.F. Purvis, RSS Jacksonville Beach, Fla.

Cpl R. Mills, Jr., RSS Savannah, Ga.

Sgt B. Wheeler, RSS Savannah, Ga.

SSgt R.N. Holman, RSS Nashville, Tenn.

GySgt M. Taylor, RSS Miami, Fla.

5 contracts

Sgt M.G. Smith, RSS Daytona Beach, Fla.

Sgt D. McCoy, RSS Atlanta, Ga.

SSgt D.W. Bady, RSS Jonesboro, Ga.

Sgt T.C. Bresnahan, RSS Augusta, Ga.

Sgt D.H. Miller, RSS Macon, Ga.

SSgt S.L. Cayton, RSS Lawrenceville, Ga.

Sgt P.B. Fontaine, RSS Marietta, Ga.

Sgt T.E. Register, RSS Gainesville, Ga.

SSgt R.C. Garner, RSS Jonesboro, Ga.

SSgt S.A. Rothrock, RSS Stone Mountain, Ga.

Sgt P.C. Maloney, RSS Florence, S.C.

GySgt L.B. Mills, RSS Macon, Ga.

SSgt J.J. Dixon, RSS Jonesboro, Ga.

Sgt C.D. Harvey, RSS North Charleston, S.C.

Sgt K.J. Teeter, RSS Nashville, Tenn.

Sgt F. Mundy, RSS Montgomery, Ala.

Sgt C. Latimer, RSS Mobile, Ala.

SSgt K. Ingram, RSS Bradenton, Fla.

SSgt L. Harris, RSS Cocoa, Fla.

Sgt W.J. Cooke, RSS Jacksonville, N.C.

SSgt M.D. Graham, RSS Raleigh, N.C.

GySgt R.S. Green, RSS Asheville, N.C.

4 contracts

GySgt L.F. Mulcahy, RSS Jacksonville, Fla.

SSgt J.L. Landry, RSS Daytona Beach, Fla.

Sgt J.S. Bosarge, RSS Brunswick, Ga.

Sgt A.S. Elefterion, RSS Gainesville, Fla.

Sgt G.F. Glenn, RSS Gainesville, Fla.

GySgt L. Sengebush, RSS Birmingham, Ala.

Sgt J. Ruark, RSS Jackson, Miss.

SSgt F. Dodd, RSS Panama City, Fla.

Sgt H. Johnson, RSS Panama City, Fla.

Sgt M. Caldwell, RSS Tuscaloosa, Ala.

GySgt R.E. Bishop, RSS Huntsville, Tenn.

GySgt B.G. Tabor, RSS Tupelo, Miss.

SSgt V.D. Baker, RSS Chattanooga, Tenn.

Sgt L.M. Hamilton, RSS Chattanooga, Tenn.

SSgt N. Haeger, RSS Ft. Myers, Fla.

SSgt R. Thompson, RSS Miami, Fla.

Sgt A. Diaz, RSS Leesburg, Fla.

SSgt G. Dellinger, RSS Maitland, Fla.

Sgt F. Sotomayor, RSS San Juan, P.R.

Sgt L. Espinal, RSS South Dade, Fla.

Sgt K. Appleyard, RSS St. Petersburg, Fla.

Sgt K. Zwelling, RSS West Palm Beach, Fla.

GySgt E. Montanez, RSS West Palm Beach, Fla.

Sgt W.I. Smith, RSS Charlotte, N.C.

SSgt T.S. Chase, RSS Fayetteville, N.C.

December 1988 Procurement Results

SHIPPING

	PS Reg			NPS Reg M			PS Reg + NPS Reg M			NPS Reg F		
	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%
Jac	0	0	N/A	40	40	100.0	40	40	100.0	1	2	200.0
Mac	0	0	N/A	76	76	100.0	76	76	100.0	3	4	133.3
Mon	0	0	N/A	43	43	100.0	43	43	100.0	2	2	100.0
Nas	0	0	N/A	45	45	100.0	45	45	100.0	2	2	100.0
Orl	0	0	N/A	79	79	100.0	79	79	100.0	4	4	100.0
Ral	0	1	N/A	51	51	100.0	51	52	102.0	2	2	100.0
Dist	0	1	N/A	334	334	100.0	334	335	100.3	14	16	114.3

	NPS Reg M Ground			NPS Reg M Air			NPS Res F			Total Force		
	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%
Jac	17	17	100.0	0	0	N/A	0	0	N/A	58	59	101.7
Mac	8	8	100.0	0	0	N/A	1	2	200.0	88	90	102.2
Mon	21	21	100.0	0	0	N/A	0	0	N/A	66	66	100.0
Nas	19	17	89.5	0	0	N/A	0	0	N/A	66	64	97.0
Orl	15	16	106.7	0	0	N/A	1	1	100.0	99	100	101.0
Ral	9	9	100.0	0	0	N/A	1	0	N/A	63	63	100.0
Dist	89	88	98.9	0	0	N/A	3	3	100.0	440	442	100.5

SHIPPING QUALITY

	% MG I-III A Ship		% Tier I HSG Ship		% NPS Reg 4-6Yr TOE Ship		% QEP + CEP Rqmt Ship	
	NPS Reg	NPS Res	NPS RegM	NPS ResM				
Jac	64.3	70.6	95.2	94.1	100.0		300.0	
Mac	63.8	90.0	100.0	100.0	100.0		500.0	
Mon	62.2	61.9	100.0	100.0	100.0		300.0	
Nas	66.0	70.6	95.7	82.4	97.9		225.0	
Orl	73.5	70.6	96.4	100.0	100.0		214.3	
Ral	62.3	55.6	98.1	100.0	100.0		160.0	
Dist	66.0	69.2	97.7	95.6	99.7		293.3	

NET NEW CONTRACTING

	PS Reg			NPS Reg M			PS Reg + NPS Reg M			NPS Reg F		
	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%
Jac	0	0	N/A	47	63	134.0	47	63	134.0	2	2	100.0
Mac	0	1	N/A	91	113	124.2	91	114	125.3	5	6	120.0
Mon	0	0	N/A	58	60	103.4	58	60	103.4	4	6	150.0
Nas	0	0	N/A	59	44	74.6	59	44	74.6	4	3	75.0
Orl	0	1	N/A	102	110	107.8	102	111	108.8	6	16	266.7
Ral	0	0	N/A	64	47	73.4	64	47	73.4	4	9	225.0
Dist	0	2	N/A	421	437	103.8	421	439	104.3	25	42	168.0

	NPS Reg M Ground			NPS Reg M Air			NPS Res F			Total Force		
	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%
Jac	14	13	92.9	1	2	200.0	0	0	N/A	64	80	125.0
Mac	21	17	81.0	2	-2	-100.0	1	1	100.0	120	136	113.3
Mon	20	24	120.0	0	0	N/A	0	0	N/A	82	90	109.8
Nas	25	18	72.0	0	2	N/A	0	0	N/A	88	67	76.1
Orl	21	15	71.4	0	0	N/A	0	0	N/A	129	142	110.1
Ral	20	23	115.0	0	0	N/A	0	0	N/A	88	79	89.8
Dist	121	110	90.9	3	2	66.7	1	1	100.0	571	594	104.0

CONTRACTING QUALITY

	% MG I-III A NNC		% Tier I HSG NNC		% QEP + CEP Quota Contracted		APR	
	NPS Reg	NPS Res	NPS RegM	NPS ResM				
Jac	72.3	73.3	96.9	100.0	150.0		2.05	
Mac	65.5	75.0	100.0	100.0	225.0		1.86	
Mon	66.7	66.7	97.0	100.0	266.7		1.80	
Nas	72.3	75.0	95.7	95.0	116.7		1.24	
Orl	68.3	80.0	98.4	100.0	266.7		1.80	
Ral	75.0	69.6	100.0	100.0	150.0		1.46	
Dist	69.1	72.6	98.3	99.1	205.1		1.70	

First Quarter FY 89 Procurement Results

SHIPPING

	PS Reg			NPS Reg M			PS Reg + NPS Reg M			NPS Reg F		
	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%
Jac	0	0	N/A	114	115	100.9	114	115	100.9	4	5	125.0
Mac	0	0	N/A	213	213	100.0	213	213	100.0	9	10	111.1
Mon	0	1	N/A	129	129	100.0	129	130	100.8	7	7	100.0
Nas	0	0	N/A	139	140	100.7	139	140	100.7	7	7	100.0
Orl	0	1	N/A	248	248	100.0	248	249	100.4	11	11	100.0
Ral	0	2	N/A	161	161	100.0	161	163	101.2	8	8	100.0
Dist	0	4	N/A	1004	1006	100.2	1004	1010	100.6	46	48	104.3

	NPS Reg M Ground			NPS Reg M Air			NPS Res F			Total Force		
	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%	Rqmt	Ship	%
Jac	42	42	100.0	1	1	100.0	0	0	N/A	161	163	101.2
Mac	50	49	98.0	5	6	120.0	2	3	150.0	279	281	100.7
Mon	69	69	100.0	0	0	N/A	0	0	N/A	205	206	100.5
Nas	60	59	98.3	2	2	100.0	0	0	N/A	208	208	100.0
Orl	39	42	107.7	0	0	N/A	1	1	100.0	299	303	101.3
Ral	29	30	103.4	0	0	N/A	1	0	0.0	199	201	101.0
Dist	289	291	100.7	8	9	112.5	4	4	100.0	1351	1362	100.8

SHIPPING QUALITY

	% MG I-III A Ship		% Tier I HSG Ship		% NPS Reg 4-6Yr		% QEP + CEP Rqmt	
	NPS Reg	NPS Res	NPS RegM	NPS ResM	TQE Ship		Ship	
Jac	64.2	67.4	92.5	95.3	100.0		190.0	
Mac	63.2	82.8	100.0	100.0	100.0		535.0	
Mon	63.2	68.1	99.3	100.0	100.0		216.7	
Nas	65.3	63.9	94.6	88.5	99.3		200.0	
Orl	70.3	65.1	96.9	100.0	100.0		175.0	
Ral	62.7	60.0	96.4	96.7	100.0		150.0	
Dist	65.3	68.8	97.0	96.7	99.9		256.8	

NET NEW CONTRACTING

	PS Reg			NPS Reg M			PS Reg + NPS Reg M			NPS Reg F		
	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%
Jac	0	0	N/A	134	153	114.2	134	153	114.2	6	6	100.0
Mac	0	1	N/A	265	301	113.6	265	302	114.0	15	16	106.7
Mon	0	1	N/A	165	184	111.5	165	185	112.1	12	10	83.3
Nas	0	0	N/A	174	150	86.2	174	150	86.2	12	9	75.0
Orl	0	2	N/A	279	326	109.8	297	328	110.4	18	32	177.8
Ral	0	2	N/A	192	137	71.4	192	139	72.4	12	20	166.7
Dist	0	6	N/A	1227	1251	102.0	1227	1257	102.4	75	93	124.0

	NPS Reg M Ground			NPS Reg M Air			NPS Res F			Total Force		
	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%	Quota	NNC	%
Jac	45	40	88.9	2	6	300.0	1	1	100.0	188	206	109.6
Mac	64	46	71.9	6	2	33.3	2	2	100.0	352	368	104.5
Mon	64	71	110.9	0	0	N/A	0	0	N/A	241	266	110.4
Nas	73	68	93.2	1	10	1000.0	0	0	N/A	260	237	91.2
Orl	65	57	87.7	0	0	N/A	0	1	N/A	380	418	110.0
Ral	56	73	130.4	0	0	N/A	0	0	N/A	260	232	89.2
Dist	367	355	96.7	9	18	200.0	3	4	133.3	1681	1727	102.7

CONTRACTING QUALITY

	% MG I-III A NNC		% Tier I HSG NNC		% QEP + CEP Quota	
	NPS Reg	NPS Res	NPS RegM	NPS ResM	Contracted	APR
Jac	69.2	70.2	96.9	100.0	100.0	1.76
Mac	64.0	72.0	100.0	100.0	168.0	1.68
Mon	67.0	77.5	97.9	100.0	282.4	1.77
Nas	72.3	83.3	97.5	94.9	83.3	1.46
Orl	69.0	82.8	98.9	100.0	317.9	1.76
Ral	70.7	72.6	100.0	101.4	105.3	1.43
Dist	68.2	76.9	98.7	99.2	189.9	1.65